

The IMPACT Program

The Indiana Manpower and Comprehensive Training (IMPACT) Program provides services designed to help recipients of Temporary Assistance for Needy Families and Food Stamps reach their goals of economic self-sufficiency. The IMPACT program assists participants to meet these goals through an approach that emphasizes job placement and job retention complemented by education and training activities. The participant's movement toward the goal is assisted by IMPACT case management, which coordinates an array of services, including education, training, job search, job placement, and social services offered by the Indiana Family and Social Services Administration through the Division of Family and Children and local providers. Through the coordinated use of these resources, the IMPACT program is able to assist individuals and families to help themselves.

Indiana's IMPACT program for families receiving cash assistance was implemented as a Job Opportunities and Basic Skills (JOBS) Program in October 1990 under the Family Support Act of 1988. This legislation gave welfare recipients opportunities through education, training, job placement assistance, and supportive services to break the cycle of welfare dependency. The JOBS Program was eliminated in Title I of the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996, Temporary Assistance for Needy Families (TANF) and was replaced by the work provisions included in TANF.

Indiana's IMPACT program for food stamp recipients was implemented in October 1987 as a result of the Food Security Act of 1985. The goals of this program are similar to the IMPACT program for TANF recipients.

Waivers from the U.S. Department of Health and Human Services and the U.S. Department of Agriculture provide "work pays" incentives to assist recipients. Financial barriers to moving toward self-sufficiency have been reduced by Indiana's welfare reform initiatives. As an important link in the welfare reform program, IMPACT places an increasing priority on participant job placements, retention, and wage gain with a "work first" focus along with a holistic approach to the whole family.

To assist in this endeavor, the program has increased provider contracts for job search, job readiness, job development, job placement and retention, dedicating 100 percent of all SFY 2000 contract dollars to these activities as well as providing services to the whole family and outreach to the Faith Based community as service providers. The Division's successes and achievements in job placements, include the awarding of a TANF High Performance Bonus for 1998 and 1999 reporting periods for Job Placement and Work Placement Performance totaling \$8.9 million and \$2 million for 1998 and 1999 respectively. Indiana has also been selected by the National Governors Association as one of seven states selected to pilot workforce innovations for the incumbent worker in partnership with the Indiana Department of Workforce Development and the Indiana Economic Development Council.



State Fiscal Year	Job Placements
1994	4,665
1995	9,483
1996	19,906
1997	27,349
1998	33,500
1999	25,382
2000	23,216

IMPACT Activities

The components for IMPACT participants are:

- 1 . Job Search - includes telephoning employers, completing job applications, providing resumes, going to interviews, following up on job contacts, job placement services, and job seeking skills training.
- 2 . Job Readiness - includes activities which prepare a participant for work such as learning job coping skills, understanding general workplace expectations, and family life skills.
- 3 . Unsubsidized Employment - work for which wages, salaries, commissions, or profits are paid and this payment is not subsidized by State or Federal programs.
- 4 . Grant Diversion - participant is hired by an employer for a new position in the company. The employer receives the participant's grant (or a portion) for an initial period as an incentive for hiring the participant. The participant is paid wages. (Available only to TANF participants)
- 5 . On-the-Job Training (OJT) - participant is hired by an employer who receives partial reimbursement of the participant's wages for an initial training period. (Funded only for TANF participants)
- 6 . Community Work Experience (CWEP) - unpaid work experience in a public or non-profit agency (FS IMPACT clients) or for-profit agency (TANF IMPACT clients) to gain practical work experience.
- 7 . Job Skills Training - short-term training to gain a specific work-related skill in order to obtain or advance in employment.
- 8 . Vocational Educational Training - short-term training for a specific vocation, trade, occupation or technical skill.
- 9 . Educational (Academic) Training* - high school, General Education Development (GED) preparation, Adult Basic Education, and English as a Second Language.

*Priority is given to academic training if the client is under 20 and has not completed high school or its equivalent.

IMPACT Supportive Services

Supportive services are available as needed for TANF-IMPACT, and FS IMPACT participants as follows:

- 1 . Activity Fees - up to \$50 per 12 month period, per person
- 2 . Books and Training Manuals (FS only) - up to \$250 per 12 month period
- 3 . Clothing - up to \$100 per 12 month period, per person
- 4 . Drivers' Training - up to \$260 (TANF), up to \$100 (FS) allowable once per person
- 5 . Driver's License Fee - up to \$10 per 12 month period, per person
- 6 . Equipment and Tools - up to \$500 per 12 month period, per person
- 7 . Health, Beauty, and Personal - up to \$50 per 12 month period, per person
- 8 . Licensure Fees - up to \$100 per 12 month period, per person
- 9 . Medical (if not covered by Medicaid) - up to \$500 per 12 month period, per person
- 10 . Moving and Relocation - up to \$500 (TANF) up to \$100 (FS), allowable once per person
- 11 . Shoes - up to \$100 per 12 month period, per person
- 12 . Transportation - public or provided by another individual at actual cost up to \$200 per month, private at \$.15/mile, up to \$200 per month (TANF); public or provided by another individual at actual cost, private at \$.10/mile or \$2.00 per day, whichever is higher (Food Stamp)
- 13 . Uniforms - up to \$100 per 12 month period, per person
- 14 . Union Dues - up to \$150 per person, during first quarter of employment
- 15 . Vehicle Repair and Maintenance - up to \$500 per 12 month period, per person
- 16 . Weight Control - up to \$300 per 12 month period, per person
- 17 . Other - up to \$100 per 12 month period, per person

The total amount allowable per person per month for supportive services for Food Stamp IMPACT clients (excluding Dependent Care) is \$100. Actual costs for Food Stamp Dependent Care needed to participate is allowable up to \$175 for ages 2 and over and \$200 for ages under 2 per month per dependent.

SUMMARY OF CHARTS AND GRAPHS

IMPACT

- IMPACT Program Employment Report; Comparison of State FY 1997-2000
- IMPACT Program Employment Report by County for SFY 2000
- IMPACT Program Average Monthly Caseloads by County for SFY 2000
- Appendix

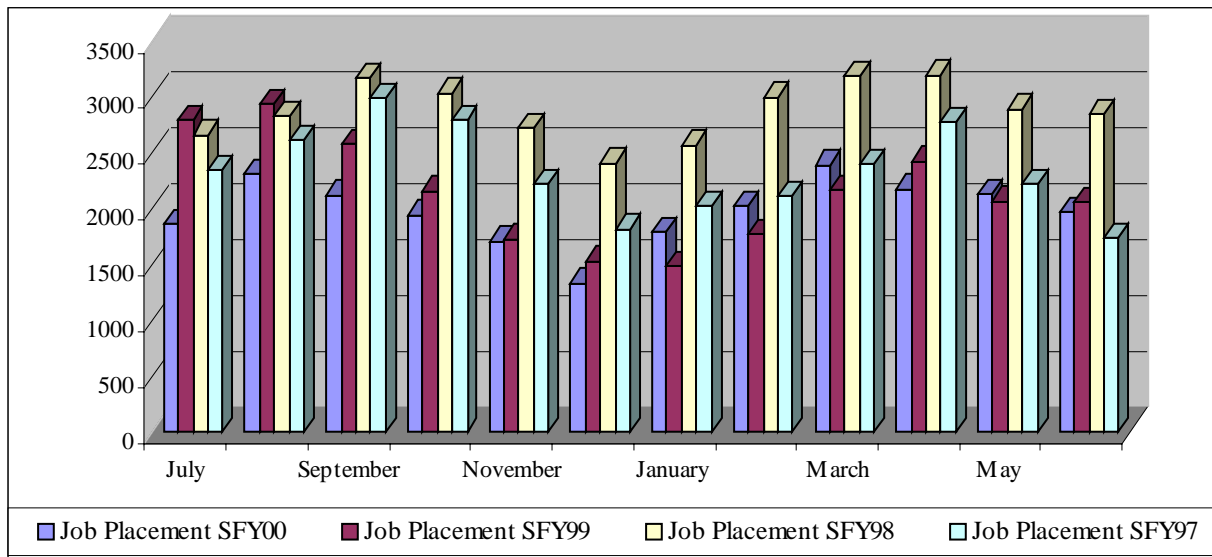
**State of Indiana
Family & Social Services Administration
Division of Family and Children**

**IMPACT Program
Preliminary Employment Report
Job Placements
State Fiscal Years 1997-2000**

	Job Placement SFY00	Job Placement SFY99	Job Placement SFY98	Job Placement SFY97
July	1868	2,799	2,661	2,352
August	2314	2,940	2,833	2,616
September	2128	2,580	3,172	2,997
October	1947	2,162	3,040	2,793
November	1717	1,732	2,731	2,223
December	1337	1,535	2,410	1,823
January	1798	1,494	2,570	2,026
February	2031	1,774	3,000	2,114
March	2398	2,176	3,190	2,406
April	2178	2,428	3,202	2,776
May	2138	2,074	2,893	2,228
June	1973	2,065	2,849	1,736
Total	23,827	25,759	34,551	28,090

Information obtained from monthly IMPACT Local Office Placement Reports (Detail and Summary pages) due by the 10th of the month following the report

**IMPACT Program
Preliminary Employment Report
Comparison of Job Placements
State Fiscal Year 1997-2000**



State of Indiana
Family & Social Services Administration
Division of Family and Children

IMPACT Program
Preliminary Employment Report
By Month
State Fiscal Year 2000

	TANF			Food Stamps			Total		
	Total Employed	Total Health Ben	Ineligible Due To Emp	Total Employed	Total Health Ben	Ineligible Due To Emp	Total Employed	Total Health Ben	Ineligible Due To Emp
July	1,184	334	317	645	166	239	1,829	500	556
August	1,448	474	407	814	234	295	2,262	708	702
September	1,207	325	371	739	196	309	1,946	521	680
October	1,248	336	349	672	197	244	1,920	533	593
November	1,120	292	312	556	145	181	1,676	437	493
December	756	203	255	482	145	197	1,238	348	452
January	983	237	347	787	212	281	1,770	449	628
February	1,100	277	336	846	232	332	1,946	509	668
March	1,412	331	389	955	215	345	2,367	546	734
April	1,329	309	375	837	204	314	2,166	513	689
May	1,360	349	371	764	196	286	2,124	545	657
June	1,232	271	196	740	175	254	1,972	446	450
Total	14,379	3,738	4,025	8,837	2,317	3,277	23,216	6,055	7,302
Monthly Avg	1,198	312	335	736	193	273	1,935	505	609
SFY 99 Total	16,171	5,193	4,502	9,211	2,857	3,363	25,382	8,050	7,865
Monthly Avg	1,732	433	375	768	238	280	2,115	671	655
Yearly Comparison SFY00/SFY99	89%	72%	89%	96%	81%	97%	91%	75%	93%

Information obtained from monthly IMPACT Local Office Placement Reports (Detail and Summary pages) due by the 10th of the month following the report

State of Indiana
Family & Social Services Administration
Division of Family and Children

IMPACT Program
Preliminary Employment Report
By County
State Fiscal Year 2000

Information obtained from monthly IMPACT Local Office Placement Reports (Detail and Summary pages) due by the 10th of the month following the report

	TANF			Food Stamps			Total		
	Total Employed	Total Health Ben	Ineligible Due To Emp	Total Employed	Total Health Ben	Ineligible Due To Emp	Total Employed	Total Health Ben	Ineligible Due To Emp
EAST CENTRAL									
DEARBORN	86	43	12	68	28	3	154	71	15
DECATUR	21	17	4	41	37	17	62	54	21
DELAWARE	468	59	112	425	35	115	893	94	227
FAYETTE	124	24	13	48	4	26	172	28	39
FRANKLIN	38	3	2	25	3	9	63	6	11
HANCOCK	39	15	8	30	11	11	69	26	19
HENRY	93	12	21	97	12	22	190	24	43
JAY	31	11	3	19	7	10	50	18	13
MADISON	423	85	93	253	48	118	676	133	211
OHIO	13	7	9	14	8	15	27	15	24
RANDOLPH	48	18	4	33	6	7	81	24	11
RIPLEY	19	4	11	28	9	10	47	13	21
RUSH	20	8	1	27	15	8	47	23	9
SHELBY	44	22	18	67	27	33	111	49	51
UNION	19	7	4	25	10	11	44	17	15
WAYNE	216	31	59	166	9	48	382	40	107
Region Total	1,702	366	374	1,366	269	463	3,068	635	837
NORTH EAST									
ADAMS	51	24	35	38	16	19	89	40	54
ALLEN	466	119	77	130	29	61	596	148	138
BLACKFORD	36	19	3	12	5	7	48	24	10
DEKALB	33	0	14	58	0	31	91	0	45
ELKHART	484	243	90	347	167	73	831	410	163
GRANT	440	32	40	202	24	50	642	56	90
HUNTINGTON	26	3	20	63	3	35	89	6	55
KOSCIUSKO	13	10	12	61	45	56	74	55	68
LAGRANGE	31	27	13	23	10	17	54	37	30
MIAMI	69	21	32	35	9	20	104	30	52
NOBLE	40	30	11	47	33	26	87	63	37
STEUBEN	47	31	35	32	24	29	79	55	64
WABASH	57	36	18	39	24	21	96	60	39
WELLS	43	25	10	37	20	16	80	45	26
WHITLEY	30	22	10	19	11	7	49	33	17
Region Total	1,866	642	420	1,143	420	468	3,009	1,062	888

State of Indiana
Family & Social Services Administration
Division of Family and Children

IMPACT Program
Preliminary Employment Report
By County
State Fiscal Year 2000

	TANF			Food Stamps			Total		
	Total Employed	Total Health Ben	Ineligible Due To Emp	Total Employed	Total Health Ben	Ineligible Due To Emp	Total Employed	Total Health Ben	Ineligible Due To Emp
NORTH WEST									
BENTON	3	2	1	6	5	6	9	7	7
CARROLL	9	0	8	13	1	5	22	1	13
CASS	131	42	13	119	36	24	250	78	37
FULTON	59	21	8	52	20	20	111	41	28
JASPER	37	14	4	56	18	26	93	32	30
LAKE	1,953	297	881	707	91	224	2,660	388	1,105
LAPORTE	345	72	94	168	50	59	513	122	153
MARSHALL	34	5	14	21	7	13	55	12	27
NEWTON	48	27	34	32	23	20	80	50	54
PORTER	212	49	64	133	25	68	345	74	132
PULASKI	18	16	11	49	34	18	67	50	29
ST JOSEPH	914	138	297	362	56	151	1,276	194	448
STARKE	75	38	17	204	109	43	279	147	60
WHITE	55	29	12	37	16	17	92	45	29
Region Total	3,893	750	1,458	1,959	491	694	5,852	1,241	2,152
SOUTH EAST									
BARTHOLOMEW	91	32	15	127	45	44	218	77	59
BROWN	9	1	1	10	1	4	19	2	5
CLARK	181	42	29	47	15	19	228	57	48
CRAWFORD	39	9	13	64	10	22	103	19	35
FLOYD	212	36	1	54	9	4	266	45	5
HARRISON	90	35	19	52	27	21	142	62	40
JACKSON	55	17	12	47	17	24	102	34	36
JEFFERSON	50	7	3	64	7	12	114	14	15
JENNINGS	51	14	40	63	11	41	114	25	81
LAWRENCE	69	30	24	71	25	39	140	55	63
ORANGE	33	20	11	53	29	22	86	49	33
PERRY	36	6	10	43	7	25	79	13	35
SCOTT	87	45	20	29	13	2	116	58	22
SWITZERLAND	20	12	15	30	17	16	50	29	31
WASHINGTON	35	17	12	33	11	17	68	28	29
Region Total	1,058	323	225	787	244	312	1,845	567	537

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By County
State Fiscal Year 2000

	TANF			Food Stamps			Total		
	Total Employed	Total Health Ben	Ineligible Due To Emp	Total Employed	Total Health Ben	Ineligible Due To Emp	Total Employed	Total Health Ben	Ineligible Due To Emp
SOUTH WEST									
CLAY	122	26	21	129	25	36	251	51	57
DAVIESS	110	60	44	121	59	65	231	119	109
DUBOIS	37	17	13	52	30	25	89	47	38
GIBSON	68	30	26	93	43	39	161	73	65
GREENE	51	25	8	61	25	30	112	50	38
KNOX	186	32	12	73	9	21	259	41	33
MARTIN	31	10	17	48	17	29	79	27	46
MONROE	242	59	32	191	23	50	433	82	82
OWEN	86	23	18	85	22	40	171	45	58
PIKE	30	13	18	29	9	10	59	22	28
POSEY	127	45	108	75	26	37	202	71	145
SPENCER	20	11	4	35	20	23	55	31	27
SULLIVAN	73	33	7	38	19	16	111	52	23
VANDERBURGH	1,085	214	234	557	91	214	1,642	305	448
VIGO	582	152	131	563	88	155	1,145	240	286
WARRICK	55	18	13	42	18	15	97	36	28
RegionTotal	2,905	768	706	2,192	524	805	5,097	1,292	1,511
WEST CENTRAL									
BOONE	25	7	1	33	16	15	58	23	16
CLINTON	56	18	6	48	4	8	104	22	14
FOUNTAIN	9	1	1	13	3	2	22	4	3
HAMILTON	59	22	12	55	21	21	114	43	33
HENDRICKS	33	9	2	33	6	11	66	15	13
HOWARD	250	48	49	86	10	42	336	58	91
JOHNSON	104	53	25	64	23	29	168	76	54
MARION	1,879	567	643	663	176	207	2,542	743	850
MONTGOMERY	116	18	24	87	17	46	203	35	70
MORGAN	114	34	28	27	6	13	141	40	41
PARKE	33	6	3	20	3	4	53	9	7
PUTNAM	39	21	10	41	13	26	80	34	36
TIPPECANOE	202	72	36	173	58	86	375	130	122
TIPTON	3	1	0	12	2	2	15	3	2
VERMILLION	32	12	1	28	11	17	60	23	18
WARREN	1	0	1	7	0	6	8	0	7
Region Total	2,955	889	842	1,390	369	535	4,345	1,258	1,377
State Total	14,379	3,738	4,025	8,837	2,317	3,277	23,216	6,055	7,302

State of Indiana
Family & Social Services Administration
Division of Family and Children

IMPACT Program
Average Monthly Caseloads
By County
State Fiscal Year 2000

	Total TANF Cases	Total FS Cases	Total Cases
East Central			
DEARBORN	20	12	32
DECATUR	7	17	24
DELAWARE	220	209	429
FAYETTE	37	13	50
FRANKLIN	15	12	27
HANCOCK	12	8	20
HENRY	61	46	107
JAY	7	6	14
MADISON	111	79	190
OHIO	1	1	1
RANDOLPH	28	19	46
RIPLEY	4	3	7
RUSH	5	7	12
SHELBY	14	17	31
UNION	4	2	6
WAYNE	79	65	144
Regional Total	468	387	855
North East			
ADAMS	18	20	38
ALLEN	406	111	516
BLACKFORD	16	12	28
DEKALB	10	9	18
ELKHART	159	73	233
GRANT	121	56	177
HUNTINGTON	5	11	16
KOSCIUSKO	2	5	6
LAGRANGE	5	2	7
MIAMI	30	18	48
NOBLE	9	11	20
STEUBEN	4	5	9
WABASH	11	14	26
WELLS	7	7	14
WHITLEY	16	10	26
Regional Total	654	290	944

State of Indiana
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Division of Family and Children

IMPACT Program
Average Monthly Caseloads
By County
State Fiscal Year 2000

	Total TANF Cases	Total FS Cases	Total Cases
North West			
BENTON	0	1	2
CARROLL	8	5	13
CASS	21	16	37
FULTON	12	10	22
JASPER	11	18	28
LAKE	3,054	1,903	4,957
LAPORTE	153	78	230
MARSHALL	19	8	27
NEWTON	18	12	30
PORTER	48	33	81
PULASKI	6	10	16
ST JOSEPH	832	296	1,128
STARKE	10	17	27
WHITE	8	9	17
Regional Total	3,599	2,070	5,669
South East			
BARTHOLOMEW	25	19	45
BROWN	13	5	19
CLARK	65	15	80
CRAWFORD	11	14	25
FLOYD	65	20	85
HARRISON	19	11	30
JACKSON	6	6	11
JEFFERSON	17	16	33
JENNINGS	11	5	15
LAWRENCE	21	21	42
ORANGE	14	27	41
PERRY	7	8	15
SCOTT	24	19	43
SWITZERLAND	6	4	9
WASHINGTON	9	15	23
Regional Total	250	163	413

State of Indiana
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IMPACT Program
Average Monthly Caseloads
By County
State Fiscal Year 2000

	Total TANF Cases	Total FS Cases	Total Cases
South West			
CLAY	59	32	91
DAVISS	51	49	101
DUBOIS	10	3	13
GIBSON	11	15	26
GREENE	15	14	29
KNOX	147	84	231
MARTIN	8	21	29
MONROE	92	49	141
OWEN	23	18	42
PIKE	12	13	25
POSEY	90	23	113
SPENCER	8	9	17
SULLIVAN	20	14	35
VANDEBURGH	353	195	547
VIGO	213	207	420
WARRICK	26	21	47
Regional Total	854	576	1,429
West Central			
BOONE	19	12	31
CLINTON	19	15	33
FOUNTAIN	5	12	16
HAMILTON	13	11	24
HENDRICKS	11	7	18
HOWARD	90	38	128
JOHNSON	38	20	58
MARION	1,617	590	2,208
MONTGOMERY	21	8	29
MORGAN	46	18	64
PARKE	14	11	26
PUTNAM	10	9	19
TIPPECANOE	77	51	128
TIPTON	5	4	9
VERMILLION	16	10	26
WARREN	1	1	2
Regional Total	1,501	611	2,113

APPENDIX
PROGRAM CHANGES DURING STATE FISCAL YEAR 1999
AFFECTING INDIANA'S IMPACT PROGRAM

Effective 6/1/97 the following major policy changes were implemented as a result of the new law (PRWORA) and/or Indiana's welfare reform waivers:

- vocational education was limited to 12 months and only 30% of clients in work activities could be in vocational education;
 - the minimum weekly hours of activities for one-parent families were increased to 30 hours; the minimum weekly hours of activities for two-parent families were increased to 35 hours;
 - the exemption from the work requirement for "required to provide care for a child" was revised to under the age of one 12/1/97;
 - all individuals in Indiana's welfare reform demonstration project who were assigned to the treatment group and mandated to participate in IMPACT were assigned a 24 month eligibility period for cash assistance.
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- The use of IMPACT supportive services was expanded to assist TANF and FS clients maintain employment.
 - The monthly maximum for IMPACT supportive services for Food Stamp clients increased from \$25 to \$100.
 - A tool was developed and implemented for the monitoring of all IMPACT contracts.
 - Component changes/additions were implemented to assist Able Bodied Adults Without Dependents (ABAWDs) to meet their new work requirement and to take advantage of the exemption criteria for ABAWDs to receive additional assistance.